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A PROPOSED CHANGE
IN THE LAW
RELATING TO THE
SALARY OF COUNTY
SUPERINTENDENTS
OF
KANSAS



AUTHORIZED BY THE
LEGISLATIVE COMMISSION
OF THE
STATE TEACHERS' ASSOCIA-
TION

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CONDITIONS IN KANSAS

The laws regulating the salary of County Superintendents have become unjust in operation in many cases inasmuch as the conditions have changed materially in every county of the state since the adoption of the present plan. In 1881, the present plan of basing the salary upon certain school population was inaugurated, slight changes occurring in 1897, 1899, 1901, 1905, etc.

At that time also a limit was placed upon certain counties. One county (Saline) has a population of 3264 school children and employs 102 school teachers, pays \$1200 while another (Harvey) has a population of 3695 and employs 99 teachers and pays but \$1000. Still another (Butler) has a population of 6200 and employs 206 teachers and pays \$1200 per year. The addition of one teacher in Harvey County will make an addition of \$200 in the superintendent's salary.

It is evident from the point of work to be done that if the first is paid justly, the other two are treated unjustly.

INEQUALITIES

The following schedule furnishes some striking comparisons:

County	School Popula	No. Teachers	Sal.
Saline	3264	102	1200
Harvey	3595	99	1000
Sumner	6402	227	1200
Morton	320	15	540
Hodgeman	935	43	540

The above table is taken from reports of 1910.

In some western counties it is necessary under the present laws for the county superintendent to teach in some of the schools of the county so as to make enough money in addition to the salary as Superintendent to provide living wages.

In many instances the Superintendent has teachers under him receiving salaries higher than his own salary.

Comparisons.

In other states the county superintendent's salary is out of all proportions when compared with Kansas. In nearly every state county superintendents are allowed traveling expenses and mileage in addition to salary.

Below are some figures that should be compared with Kansas.

County Superintendent's Salaries

State.	Minimum.	Maximum.
Kansas	540	1200
Illinois	1250	7500
Colorado	1000	2800
Iowa	1250	1500
Oregon	800	1500
North Dakota	1000	2000
Pennsylvania	1000	3500
Minnesota	Not less than \$10 per teacher	
		1800
Oklahoma	600	1600
Indiana	\$4.50 per day	2000

ARGUMENT.

The plan to base the salary upon population, and number of teachers is a wise provision, and if adjusted by succeeding legislatures, will work no hardship upon anyone. However, it seems that some scheme might be adopted that would readily adjust itself to the changing needs of the changing conditions in the various counties. If the present plan is continued it should be modified so as to raise the maximum in the large counties and allow an addition on a smaller number of teachers in the small counties.

It will be noticed that in the proposed schedule that every county in the state of Kansas may have the privilege of paying \$800. In the more thinly populated part of the state, counties may pay such part of the \$800 as may be required to procure suitable persons to supervise their schools.

It will be observed further, that under the proposed changes in the law, the adjustment in the schedule of salaries yields more readily to the changes in the several counties. This change, if accomplished, will be the first material change in any county in thirty years.

The fact should be borne in mind that every Legislature since 1881 has added duties and responsibilities upon the county superintendent, making him at present the most far-reaching influence in the whole educational system in the state. This being true, the salary should be such as to attract the strongest men in the profession to the office of county superintendent which it does not do at the present time.

**AN ACT TO AMEND SECTION 3661
OF THE GENERAL STATUTES
OF KANSAS 1909 SAID SECTION
RELATING TO THE SALARY OF
THE COUNTY SUPERINTEN-
DENT OF PUBLIC INSTRUCTION
AND TO REPEAL SAID SECTION.**

**Be it enacted by the legislature of
the State of Kansas:**

**Section 1. The county superinten-
dent of public instruction of the
several counties of the state shall
be allowed by the board of county
commissioners of their respective
counties, as full compensation for
their services for the county, the
following salaries, to be paid out of
the county treasury in quarterly in-
stalments: In counties having a popu-
lation of less than 1200, the county**

superintendent shall receive, for each day actually and necessarily employed in the discharge of the duties of his office, the sum of four dollars per day, for a number of days not to exceed 200 in one year; in counties having a school population of 1200 to 1500, he shall receive \$800 per annum; and in counties containing more than 1500 persons of school age, he shall receive \$800, and \$20 per annum for each additional 100 persons:

PROVIDED, that no county superintendent shall receive to exceed \$1500 per annum, and that in determining the salaries of the county superintendent the school population of cities of the first and second class shall not be included in the territory attached for school purposes:

PROVIDED FURTHER, that in counties having more than 50 school teachers employed, exclusive of those employed in cities of the first and second class, the county commissioners shall add to the salary as hereinbefore provided the sum of \$100 per annum for each 50 teachers, or major fraction thereof:

BE IT PROVIDED FURTHER, that if the county superintendent fail to spend at least one hour in each school in the county during the year, so as to observe at least one hour the work of each teacher under his supervision, the county commissioners shall deduct from the last quarterly installment of his salary the sum of \$5 for each delinquency:

PROVIDED, that this act shall not apply to counties having a special act fixing the compensation of county superintendent of public instruction.

Section 2. Section, 3661 of the General Statutes of Kansas, 1909 is hereby repealed.

Section 3. This act shall be effective on and after its publication in official state paper.

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OTHER SCHOOL LEGISLATION

PROPOSED

- 1.— Minimum Term and State Aid
- 2.—Larger Unit of School Organization.
- 3.—Clerks for County Superintendents.
- 4.—Teacher's Certificate Law
- 5.—Qualifications for County Superintendent.